



PERSONNEL AND
READINESS

UNDER SECRETARY OF DEFENSE

4000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000


FEB - 6 2015

MEMORANDUM FOR SECRETARIES OF THE MILITARY DEPARTMENTS
GENERAL COUNSEL OF THE DEPARTMENT OF DEFENSE
INSPECTOR GENERAL OF THE DEPARTMENT OF DEFENSE
DIRECTOR, DEFENSE INTELLIGENCE AGENCY
DIRECTOR, DEFENSE SECURITY SERVICE
DIRECTOR, DEFENSE THREAT REDUCTION AGENCY
DIRECTOR, MISSILE DEFENSE AGENCY
DIRECTOR, NATIONAL GEOSPATIAL-INTELLIGENCE AGENCY
DIRECTOR, NATIONAL RECONNAISSANCE OFFICE
DIRECTOR, NATIONAL SECURITY AGENCY/CENTRAL
SECURITY SERVICE
DIRECTOR, DEFENSE POW/MISSING PERSONNEL OFFICE
DIRECTOR, WASHINGTON HEADQUARTERS SERVICES

SUBJECT: 2015 Defense Civilian Intelligence Personnel System Pay Rates

Attached are the approved Defense Civilian Intelligence Personnel System (DCIPS) pay rates for calendar year 2015. The Executive Order, "Adjustments of Certain Rates of Pay," dated December 19, 2014, authorizes a one percent general pay increase for federal employees. This increase is reflected in the attached GG grades, pay bands for the National Geospatial-Intelligence Agency, and special salary rates for the National Security Agency (NSA). Since no locality pay increase has been authorized, DCIPS local market supplements (LMS) and targeted local market supplements (TLMS), with the exception of those for non-foreign overseas areas, do not change. In accordance with the non-foreign area TLMS phase-out schedule implemented in 2011, the general TLMS rates (as well as NSA field adjustments) paid to employees in non-foreign areas outside the contiguous United States are hereby terminated. With the exception noted in the following paragraph, those employees who are not on occupation-specific TLMS or special salary rates will receive the standard LMS for their geographic area.

To remain competitive with title 5 special salary rates in Hawaii, termination of the 2014 Hawaii TLMS rate will be delayed until further notice for information technology, computer science, and engineering positions that are not on a separate occupation-specific TLMS or special rate. For internal equity purposes, pay for employees in these positions who are currently receiving Hawaii LMS must be increased to the 2014 Hawaii TLMS rate. The Human Capital Management Office within the Office of the Under Secretary of Defense for Intelligence will conduct a thorough study in 2015 to determine the appropriate rates going forward. The effective date for these changes is January 25, 2015. The point of contact is Mr. Gary Cunningham at (703) 602-8602 or gary.r.cunningham8.civ@mail.mil.


Jessica L. Wright

Attachments:

As stated

cc:

Under Secretary of Defense for Intelligence